

DEPARTMENT OF THE ARMY
Headquarters, Joint Readiness Training
Center and Fort Polk
Fort Polk, Louisiana 71459-5000
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*JRTC & FP Reg 690-25

Civilian Personnel
ENVIRONMENTAL DIFFERENTIAL PAY

History. This is a revision of JRTC & FP Regulation 690-25 in the new electronic format.

Summary. The purpose of this regulation is to prescribe policies, procedures, and responsibilities, and provide the basis for determining entitlement to and administration of environmental differential pay.

Applicability. This regulation applies to Federal Wage System (FWS) employees serviced by the Directorate of Civilian Personnel (DCP) of this installation. The pronouns he, his, and him when used in this regulation are intended to include both the masculine and feminine genders. Any exceptions to this will be noted.

Proponent and Exception Authority. The proponent of this regulation is the Directorate of Civilian Personnel. The proponent has the authority to approve exceptions to this regulation that are consistent with controlling law and regulation.

Supplementation. Supplementation of this regulation and establishment of command and local forms are prohibited without prior approval from Directorate of Information Management, Administrative Services Division, AFZX-IM-AS, 1820 Corps Road, Fort Polk, Louisiana 71459-3908.

Suggested Improvements. Users of this regulation are invited to send comments and suggested improvements on DA Form 2028 (Recommended Changes to Publications and Blank Forms) directly to Directorate of Civilian Personnel, AFZX-CP-CS, Fort Polk, Louisiana 71459-6650.

FOR THE COMMANDER:

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Distribution. Distribution of this regulation is intended for Command Level I; plus 100-DOIM, Publications Stockroom; 200-DCP; and 2-DOIM, Publications Control.

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*This regulation supersedes JRTC & FP Regulation 690-25, dated 5 October 1989.
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1. REFERENCES.

- a. Operating Manual, Federal Wage System (FWS)(previously Federal Personnel Manual (FPM) Supplement 532.1), Subchapter 8-7 and Appendix J.
- b. Army Regulation (AR) 690-532-1, Subchapter 8-7, Environmental Differentials Paid for Exposure to Various Degrees of Hazards, Physical Hardships, and Working Conditions of an Unusually Severe Nature.
- c. Title 5, United States Code (USC), Subchapter 4, Prevailing Rate Systems.
- d. 5 Code of Federal Regulations (CFR), Part 532, Prevailing Rate Systems.

2. EXPLANATION OF TERMS. For purposes of this regulation, the following definitions apply:

- a. Environmental Differential or Environmental Differential Pay (EDP). Additional pay authorized, as specified in Operating Manual, FWS, Subchapter 8-7, for a category of situations involving exposure to a hazard of an unusually severe nature, a physical hardship of an unusually severe nature, or a working condition of an unusually severe nature. The EDP is payable in categories listed in Operating Manual, FWS, Appendix J, when criteria in the category definitions are met.
- b. Differential Rate. Rates authorized for various categories of exposure are as described in Operating Manual, FWS, Subchapter 8-7, Appendix J. The amount of differential is determined by multiplying the percentage rate authorized for the described exposure times the pay for the second step of WG-10 on the current nonsupervisory wage schedule for the area, counting one-half cent and over as a full cent. This amount is paid to each wage employee who qualifies for the authorized EDP, regard-less of the grade level of the employee.

3. POLICY.

- a. Management officials will initiate action to eliminate, or reduce to the lowest possible level, all hazards, physical hardships, or working conditions of an unusually severe nature. Environmental differentials are not intended to condone work practices which circumvent established safety

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practices and procedures.

- b. Wage employees will be compensated for exposure to environmental conditions of an unusually severe nature when action cannot be taken to eliminate or reduce the condition which causes the hazards, physical hardships, or working conditions of an unusually severe nature.

c. Pay differentials are not automatically approved, and requests will be thoroughly investigated prior to approval. Authorizations exist only as long as conditions exist, and will be terminated when the hazardous conditions are eliminated. Activity officials will notify DCP when the hazardous conditions requiring authorizations no longer exist.

d. Environmental differentials are included as a part of the employee's basic rate of pay and shall be used to compute premium pay (pay for overtime, holiday, or Sunday work), the amount from which retirement deductions are made, and the amount on which life insurance is based. It is not part of the basic pay for purposes of lump-sum annual leave payments and severance pay; nor is its loss an adverse action.

e. All payments of environmental differentials must be properly documented and certified on employee time cards.

4. RESPONSIBILITIES.

a. *Installation Commander.* The Installation Commander, through delegation of authority to the DCP or other persons (as determined by higher headquarters), will ensure:

- (1) That a program is established and maintained.
- (2) That the program determines eligibility of employees for payment of environmental differentials within categories of work situations listed in the Office of Personnel Management (OPM) governing issuances.

b. *DCP.* The DCP will:

- (1) Plan, maintain, and administer the EDP program.
- (2) Require and ensure that policies and procedures meet the requirements of OPM and

Department of Army (DA) regulations and directives.

(3) Orient and advise managers/supervisors who have the responsibility for work operations and personnel affected by the Environmental Pay Plan.

(4) Review requests for EDP, coordinate with activity officials and other reviewing components, and approve/disapprove all documentation presented as a basis for payment of the environmental differential. Upon approval, prepare a letter of authorization and assign an authorization number.

(5) Maintain a signed copy of all authorizations; provide a copy to requesting officials for their files and appropriate payment.

(6) Review and spot-check pay records; monitor work hour expenditures in categories for abuse.

c. *Safety Office*. The Safety Office will:

(1) Review each request for technical evaluation of potential occupational safety and health hazards or environmental conditions proposed by supervisors for EDP.

(2) Conduct or participate in EDP surveys to determine the practicality of additional environmental or hazard controls and the requirement for EDP pending provision of such control.

(3) Provide a written report of findings and recommendations to the DCP.

(4) Provide recommendation to supervisors for elimination or control of safety hazards, and impose a time frame for implementation.

d. *Medical Department Activity (MEDDAC)*. The Preventive Medicine Service will:

(1) Serve as advisor to the DCP in matters which relate to health hazards.

(2) Review requests for technical evaluation and/or survey of potential occupational safety and health hazards or environmental conditions proposed by supervisors for EDP. Provide a written report of findings and recommendations to the DCP.

(3) Provide copies of Industrial Hygiene Survey reports, upon request. The reports may be used by DCP in determining approval or disapproval of requests for EDP.

(4) Recommend, to activity officials, the elimination or control of health hazards found in the workplace. Recommendations will include interim and permanent abatements which will enable

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management officials to comply with applicable health standards and regulatory requirements.

e. *Defense Accounting Office (DAO)*. The DAO will conduct training of timekeepers, as necessary, in the maintenance of Time and Attendance Cards and input of data into the automated system.

f. *Operating Officials and Managers/Supervisors*. The operating officials and managers/supervisors will:

(1) Constantly assess operations to identify situations or conditions which warrant authorization for EDP.

(2) Submit a written request (e.g., memorandum) to the DCP for each situation

determined to meet the requirements for the environmental differential. The request will include the following information:

(a) A description of the unusual hazard, physical hardship, or working condition involved, and why it cannot be overcome or practically eliminated.

(b) The names and official positions of the wage employees exposed.

(c) The time and/or extent of exposure.

(3) Minimize assignments which expose the employee to situations necessitating the payment of an environmental differential.

(4) Accurately report, to the activity timekeepers, periods of exposure to situations that entitle each employee to payment of EDP.

(5) Maintain a file of EDP authorizations for all situations in the assigned activity.

(6) Maintain certified Time and Attendance cards for employees authorized and assigned duty for the occasions covered.

(7) Maintain records of possible employee exposure to a hazard that may warrant payment of EDP.

(8) Periodically review circumstances requiring payment with the intent of eliminating the exposure. Advise the DCP when, through revised work procedures or protective devices, the situation no longer exists and authorizations may be terminated.

g. *Employees*. Employees will cooperate fully in reporting exposure time, as required.

5. ADMINISTRATIVE DETAILS AND PROCEDURES.

a. Situations Identified Locally. 3
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(1) Supervisors are responsible for identifying situations or conditions which may warrant authorization for environmental differentials.

(2) In accordance with applicable negotiated agreement provisions, the union may notify installation management of situations which may warrant EDP.

b. Determining Local Situations when Environmental Differentials are Payable.

(1) Operating Manual, FWS, Appendix J defines the categories of exposure for which the hazard, physical hardships, or working conditions are of such an unusual nature as to warrant environmental differentials. Also, it provides examples of situations which illustrate the nature and degree of the particular hazard, physical hardship, or working condition

involved in each category. The categories are provided in Appendix A of this regulation.

(a) The DCP is responsible for the administration of environmental differentials. The DCP or his designated representative will review all requests for EDP to determine applicability of categories to specific local situations. The findings and recommendations of MEDDAC and Safety Office authorities will be used in making such determinations. Categories and specific work situations meeting the criteria will be documented. The information will be disseminated to concerned employees.

(b) Managers/Supervisors will ensure that EDP is authorized only when exposure warrants it and actually takes place. Assignments for which EDP is authorized will be distributed equitably among qualified employees, in accordance with the workload requirements and skills of available employees.

(2) In evaluating local situations to determine whether payment is warranted for what appear to be potential job-related safety or health hazards or environmental conditions, the Safety Office and MEDDAC, Preventive Medicine Service officials will define the potential health hazard or environmental condition, detail the required controls, and evaluate the adequacy of existing controls. If the evaluation concludes that adequate controls are provided to protect the worker, the situation does not constitute an unusually severe

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exposure and environmental pay will not be authorized.

(3) Situations determined to be covered by a defined category will be documented with a brief description of the specific situation, recommendations of Safety and MEDDAC officials, the date of the determination, and the name of the person who approved the differential.

c. When Environmental Differential is Paid. The installation will pay environmental differential to any wage employee who performs assigned duties which expose him/her to an unusually severe hazard, physical hardship, or working condition listed in Appendixes A and B, on or after the effective date specified. Supervisors will report exposure in accordance with the following:

(1) An employee who is exposed to more than one hazard, physical hardship, or working condition of an unusually severe nature at the same time will be paid for the exposure which provides the highest

differential. An employee will not be paid more than one differential for the same hours of work.

(2) When an employee is entitled to EDP on the basis of actual exposure, he will be paid a minimum of 1-hour's differential for the exposure. For exposure beyond 1 hour, an employee will be paid in increments of 1/4 hour for each 15 minutes and portion thereof in excess of 15 minutes.

(3) When an employee is exposed to an environmental condition intermittent throughout the day, the differential is paid on the basis of actual exposure (Part I), each exposure is considered a separate occurrence, and the amount of time exposed is not added together before payment is made for exposure beyond 1-hour's duration. Environmental differential pay may not exceed the number of hours of employee duty on the day of exposure.

(4) When an employee is exposed to an environmental condition warranting a differential on a shift basis (Part II), and on the same day he is exposed to an environmental condition warranting a differential on an actual exposure basis (Part I) at a higher rate, he will be paid EDP on the basis of actual exposure for that exposure, and the environmental differential on the basis of the shift for the remaining hours in pay status on that day. (Example: Employee works 15 minutes under Part I (higher exposure differential) and the remainder of the shift under Part II. Employee receives pay for 1 hour at Part I differential rate, and 7 hours at Part II differential rate.)

(5) When an employee is exposed to more than one category for which environmental differential is paid on an actual exposure basis, each category is considered separately when computing the amount of environmental differential payable.

(6) Overtime. When an employee is exposed to an environmental condition while working overtime, the employee shall be paid no less than the minimum amount of EDP to which he would otherwise be entitled. (Example: An employee is entitled to EDP on an actual exposure basis for work performed during a 30-minute overtime period. If exposure is for 30 minutes during overtime period, the employee will receive overtime rate for 30 minutes, but environmental differential for 1 hour, in accordance with subparagraph c(2) above.)

d. Method of Payment. Environmental differential is paid either on the basis of actual exposure (Part I)

or on the basis of hours in a pay status (Part II). A wage employee exposed to a situation for which EDP is authorized is entitled to the appropriate differential, regardless of whether he is on a full-time, part-time, or intermittent tour of duty; on regular assignment or on detail; or serving under a temporary appointment or an appointment without time limitation. However, to receive a differential under either Part I or Part II, there must be actual exposure to the environmental condition.

(1) Payment on the basis of hours in pay status. When an employee is exposed to a situation for which an environmental differential is authorized on the basis of hours in pay status, the employee will be paid for all hours in a pay status on the day on which the employee is exposed.

(2) Payment on the basis of actual exposure. When an employee is entitled to a differential which is paid on an actual exposure basis, he will be paid a minimum of 1-hour's differential for each exposure. However, when more than one exposure occurs within the same hour, the employee will be paid on the exposure which results in the highest differential.

e. Environmental Differential Pay During Absence on Leave. An environmental differential is included as part of an employee's basic rate of pay for periods of paid leave (annual leave, sick leave, administrative excuses) under the following circumstances:

(a) When an employee is exposed to a situation for which EDP is authorized on the basis of hours in
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a pay status, the differential will be paid during a period of absence on paid leave on the day on which the exposure occurs.

(b) When an employee is exposed to a situation for which environmental differential is authorized on an actual exposure basis, the differential will be paid during a period of absence on paid leave only when that the leave is within the minimum payment periods specified in subparagraph 7c(2) of this regulation.

f. Methods for Monitoring Actual Payment.

(1) Representatives from the DCP will spot-check pay records, audit work situations, and coordinate with other management elements to ensure the administration of EDP is consistent with provisions of Operating Manual, FWS, and this regulation. Problems found during a review, such as false certification or overpayment, will result in an investigation and appropriate corrective action. Appropriate action may include formal disciplinary action, as applicable.

(2) During audits of work situations previously approved for EDP, the DCP staff will gather information on whether the hazard still exists or has been eliminated or practically eliminated through improved management controls. If it is questionable that a work situation still warrants EDP, the MEDDAC, Preventive Medicine Service and Safety Office will be requested to review the situation. These reviews will determine whether the hazard has been eliminated or practically eliminated.

(3) If the determination is made that EDP is no longer warranted, the DCP staff will notify the activity officials, employees, and exclusive bargaining unit of the determination. The notification will include the reason(s) EDP is no longer warranted, names of affected employees or positions, and the effective date of discontinuation of EDP. A meeting will be held with supervisors, affected employees, and a representative from the exclusive bargaining unit to explain the determination and inform them of the effective date. Both the employees and the exclusive bargaining unit will be notified in advance of the effective date of the discontinuance of EDP.

g. Control of Hazards, Physical Hardships, and Working Conditions of an Unusually Severe Nature.

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(1) Through operation of the DA Safety and Preventive Medicine programs, safety and health hazards can be adequately controlled, if controls are provided and properly used. When the job-related hazard or environmental condition is practically eliminated through the use of personal protective clothing and devices, workplace protective measures, standing operating procedures, or other devices, environmental differential is not warranted and will not be paid. When effective measures are provided but not used because of inconvenience to the employee, no basis for payment exists.

(2) When payment for a job-related hazard or environmental condition is questionable, the DCP will request a survey and/or determination by Safety

Office and MEDDAC, Preventive Medicine Service authorities. Their determination on whether the conditions may be or are controlled to the extent that

hazard to the individual employee is practically eliminated will be a major consideration.

(3) Most adverse working conditions may be avoided by providing adequate protection to remove health hazards. Protection may not be economically feasible, may require considerable time for engineering construction, or may create other adverse

environmental conditions. In such cases, Safety Office and MEDDAC, Preventive Medicine Service authorities will determine the practicality of additional environmental or hazard controls. Their findings will serve as a key consideration for determining the requirement for additional payment pending provision of such control.

APPENDIX A

Schedule of Environmental Differentials Paid for Exposure to Various Degrees of Hazards, Physical Hardships, and Working Conditions of an Unusual Nature

PART 1. PAYMENT FOR ACTUAL EXPOSURE

<u>Differential Rate</u>	<u>Category for Which Payable</u>	<u>Effective Date</u>
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100%	Flying	Nov 1, 70
25%	High Work	Nov 1, 70
15%	Floating Targets	Nov 1, 70
4%	Dirty Work	Nov 1, 70
4%	Cold Work	Nov 1, 70
4%	Cold Work	Mar 13, 77
4%	Hot Work	Nov 1, 70
4%	Hot Work	Mar 13, 77
4%	Welding preheated metals	Nov 1, 70
4%	Micro-soldering or wire welding & assembly	Nov 1, 70
25%	Exposure to hazardous weather or terrain	Jul 1, 72
25%	Unshored Work	Jul 1, 72
15%	Ground work beneath hovering helicopter	Jul 1, 72
15%	Hazardous boarding or leaving of surface craft	Jul 1, 72
8%	Cargo handling during lightening operations	Jul 1, 72
15%	Duty aboard surface craft	Jul 30, 72
50%	Work at extreme heights	Oct 22, 72
6%	Fibrous glass work	Feb 28, 75
50%	High voltage electrical energy	Apr 11, 77
6%	Welding, cutting, or burning in confined spaces	Jan 18, 78
50%	Duty aboard submerged vessel	Nov 1, 70
8%	Explosives and incendiary material-high degree hazard	Nov 1, 70
4%	Explosives and incendiary material-low degree hazard	Nov 1, 70
4%	Explosives and incendiary material-low degree hazard	Mar 13, 77
8%	Poisons (toxic chemicals)- high degree hazard	Nov 1, 70

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<u>Differential Rate</u>	<u>Category for Which Payable</u>	<u>Effective Date</u>
4%	Poisons (toxic chemicals)- low degree hazard	Nov 1, 70
4%	Poisons (toxic chemicals)- low degree hazard	Mar 13, 77
8%	Microorganisms-high degree hazard	Nov 1, 70
4%	Microorganisms-low degree hazard	Nov 1, 70

8%	Pressure chamber and centrifugal stress	Jul 1, 72
8%	Work in fuel storage tanks	Jul 1, 72
25%	Firefighting-High degree	Jul 1, 72
9%	Firefighting-Low degree	Jul 1, 72
8%	Experimental landing/recovery tests	Jul 1, 72
8%	Land impact or pad abort of space vehicle	Jul 1, 72
4%	Mass explosives and/or incendiary material	Jul 1, 72
4%	Duty aboard aircraft carrier	Jul 1, 72
8%	Participating in missile liquid or solid propulsion	Mar 4, 74
8%	Asbestos	Mar 9, 75

APPENDIX B

DEFINITIONS FOR

CATEGORIES OF ENVIRONMENTAL DIFFERENTIALS PAID

PART I. PAYMENT FOR ACTUAL EXPOSURE

Category for Which Payable

1. **Flying.** **NOTE:** The OPM has determined that flying, in and of itself, is not hazardous in an aircraft which has been certified air worthy and which is engaged in flight patterns which do not place requirements upon the aircraft which exceed the manufacturer's rating. Differential for flying is

warranted only in those cases where equipment being tested or the flight pattern being used changes the flight characteristics of an aircraft or places the aircraft in danger of failure or collision with other aircraft or objects. These conditions must prevail to an extent which make the aircraft more than usually susceptible to failure in flight due to excessive altitude, speed, and climb or dive aspects which are very near or may even exceed the manufacturer's stated safe flight limits. When it can be demonstrated that hazardous flying conditions such as the below exist, environmental differential may be paid to employees participating in the flights under one or more of the following conditions:

a. Test flights of a new or repaired plane when the repair or modification may affect the flight characteristics of the plane.

b. Flights for test performance of a plane under adverse conditions such as in low altitude or severe weather conditions, maximum load limits, or overload.

c. Test missions for the collection of measurement data where two or more aircraft are involved and flight procedures require formation flying and/or rendezvous at various altitudes and aspect angles.

d. Flights deliberately undertaken in extreme weather conditions, such as flying into a hurricane to secure weather data.

e. Flights to deliver aircraft which have been prepared for one-time flight without being test flown prior to delivery flight.

f. Flights for pilot proficiency training in aircraft new to the pilot under simulated emergency conditions which parallel conditions encountered in performing flight tests.

g. Low-level flights in small aircraft (including helicopters), at altitude of 150 meters (500 feet) and under in daylight and 300 meters (1,000 feet) and under at night, when the flights are over mountainous terrain; or in fixed-wing aircraft involving maneuvering at the heights and times specified above; or in helicopters maneuvering and hovering over water at altitudes of less than 150 meters (500 feet).

h. Low-level flights in an aircraft flying at altitudes of 60 meters (200 feet) and under, while conducting wildlife surveys, law enforcement activities, and animal depredation abatement, during agricultural applications, and while conducting or facilitating search and rescue operations; or in helicopters at low levels involving line inspection, maintenance, erection, or salvage operations.

i. Flights involving launch or recovery aboard an aircraft carrier.

j. Reduced gravity flight testing in an aircraft flying a parabolic flight path and providing a testing environment ranging from weightlessness up through 2X gravity conditions.

2. High work.

a. Working on any structure of at least 30 meters (100 feet) above the ground, deck, floor, or roof, or from the bottom of a tank or pit.

b. Working at a lesser height, but under the following conditions:

(1) The footing is unsure or the structure is unstable.

(2) Safe scaffolding, enclosed ladders, or other similar protective facilities are not adequate (i.e.

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working from a swinging stage, boatswain chair, a similar support).

(3) Adverse conditions (darkness, steady rain, high wind, icing, lightning or similar environmental factors) render working at such height(s) hazardous.

3. Floating targets. Servicing equipment on board a target ship or barge in which the employee is required to board or leave the target vessel by small boat or helicopter.

4. Dirty work. Dirty work pay is not appropriate for an automotive mechanic performing repair work on trucks. A laborer who gets dirty digging a trench is not eligible for dirty work pay; however, a laborer assigned to collect garbage is entitled to dirty work pay if the collection of garbage is not normally associated with the employee's duties. The classification of a position as a "mixed job" will not restrict the payment of environmental differential for dirty work solely on the basis of lack of specialty of occupation. Consideration of "occupation" shall be in terms of the exposures normally associated with a trade or craft (e.g., in job grading standards) and not the particular work practices at an installation. Environmental differential is paid to employees

performing work which subjects them to soil of body or clothing under the following conditions:

- a. Beyond that normally to be expected in performing the duties of the classification.
- b. Where the condition is not adequately alleviated by the mechanical equipment or protective devices which are used or readily available or when preventive devices are not feasible for use due to health considerations (excessive temperature, asthmatic conditions, etc.).
- c. When the use of mechanical equipment, protective devices, or protective clothing results in an unusual degree of discomfort.

5. Cold work.

- a. Working in cold storage or other climate-controlled areas where the employee is subjected to temperatures at or below freezing (0 degrees Celsius/32 degrees Fahrenheit).
- b. Working in cold storage or other climate-

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controlled areas where the employee is subjected to

temperatures at or below freezing (0 degrees Celsius/32 degrees Fahrenheit) where such exposure is not practically eliminated by the mechanical equipment or protective devices being used.

6. Hot work.

- a. Working in confined spaces wherein the employee is subjected to temperatures in excess of 43 degrees Celsius/110 degrees Fahrenheit.
- b. Working in confined spaces wherein the employee is exposed to temperatures in excess of 43 degrees Celsius/110 degrees Fahrenheit and the exposure is not practically eliminated by the mechanical equipment or protective devices being used.

7. Welding preheated metals. Welding various metals or performing an integral part of the welding process when the employee must work in confined spaces where large sections of metal have been preheated to 66 degrees Celsius/150 degrees Fahrenheit or more, and the discomfort is not alleviated by protective devices or other means or discomforting protective equipment must be worn.

8. Micro-soldering or wire welding and assembly. Working with binocular-type microscopes under conditions which severely restrict the movement of

the employee and impose a strain on the eyes, in the soldering or wire welding and assembly of miniature electronic components.

9. Exposure to hazardous weather or terrain.

Exposure to dangerous conditions of terrain, temperature, and/or wind velocity, while working or traveling when such exposure introduces risk of significant injury or loss of life to employees. Examples include, but are not limited to, the following:

- a. Working on cliffs, narrow ledges, or steep mountainous slopes, with or without mechanical work equipment, where a loss of footing would result in serious injury or loss of life.

- b. Working in areas where there is a danger of rock falls or avalanches.

- c. Traveling over secondary or unimproved roads to isolated mountaintop installations at night, or under adverse weather conditions (snow, rain, or fog) which limit visibility to less than 30 meters (100 feet) when there is a danger of rock, mud, or snow slides.

- d. Traveling in the wintertime, either on foot or by vehicle, over secondary or unimproved roads or snow trails, in sparsely settled or isolated installations when there is danger of avalanches; or during "white-out" phenomenon which limits visibility to less than 3 meters (10 feet).

- e. Working or traveling in sparsely settled or isolated areas, with exposure to temperature and/or wind velocity shown to be of considerable or very great danger on the windchill chart, and shelter (other than temporary shelter) or assistance is not readily available.

- f. Snowplowing or snow and ice removal on primary, secondary, or other class of roads when there is danger of avalanche, or there is danger of missing the road and falling down steep mountainous slopes, because of lack of snow stakes, "white-out" conditions, or sloping ice-pack covering the snow.

10. Unshored work. Working in excavation areas without proper shoring or other securing barriers, or in catastrophe areas where there is a possibility of cave-in, building collapse, or falling debris, when

such exposures introduce risk or significant injury or loss of life to employees, such as the following:

a. Working adjacent to the walls of an unshored excavation at depths greater than 1.8 meters (6 feet) (except when the full depth of the excavation is in stable solid rock, hard slag, or hard shale; or the walls have been graded to the angle of repose, that is, where the danger of slides is practically eliminated), when work is performed at a distance from the wall which is less than the height of the wall.

b. Working within or immediately adjacent to a building or structure which has been severely damaged by earthquake, fire, tornado, or similar cause.

c. Working underground in the construction and/or inspection of tunnels and shafts before the necessary lining of the passage-way has been installed.

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d. Duty underground in abandoned mines where the lining of tunnels or shafts is in a deteriorated condition.

11. Ground work beneath hovering helicopter. Participating in operations to attach or detach an external load to a helicopter hovering just overhead.

12. Hazardous boarding or leaving of surface craft. Boarding or leaving vessels, or transferring equipment to or from a surface craft under adverse conditions of foul weather, ice, or night; when sea state is high, 1 meter (3 feet) and above; and deck conditions and/or wind velocity in relation to the size of the craft introduce unusual risks to employees. Examples are as follows:

a. Boarding or leaving vessels at sea.

b. Boarding, leaving, or transferring equipment between small boats or rafts and steep, rocky, or coral-surrounded shorelines.

c. Transferring equipment between a small boat and rudimentary dock by improvised or temporary facility such as an unfastened plank leading from boat to dock.

d. Boarding, leaving, or transferring equipment from or to ice covered floats, rafts, or similar structures when there is danger of capsizing due to the added weight of the ice.

13. Cargo handling during lightening operations. Off-loading cargo and supplies from surface ships to Landing-Craft Medium (LCM) boats when swells or

wave action are sufficiently severe as to cause sudden listing or pitching of the deck surface or shifting or falling of equipment, cargo, or supplies which could subject the employee to falls, crushing, ejection into the water, or injury by swinging cargo hook.

14. Duty aboard surface craft. Duty aboard a surface craft when deck conditions or sea state and wind velocity, in relation to the size of the craft, introduce the risk of significant injury or loss of life to employees, such as the following:

a. Participating as a member of a water search and rescue team in adverse weather conditions when winds are blowing at 56 kilometers (km)/h (35 miles per hour (m.p.h.)) (classified as gale winds) or in water search and rescue operations at night.

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b. Participating as a member of a weather project team when work is performed under adverse weather conditions, winds are blowing at 56 km/h (35 m.p.h.), or seas are in excess of 4.3 meters (14 feet) and, when working on outside decks, decks are slick and icy when swells exceed 1 meter (3 feet).

c. When embarking, disembarking, or traveling in small craft (boat) on Lake Ponchartrain with wind direction from the north, northeast, or northwest and velocity is over 7.7 meters per second (15 knots); or when travel on Lake Ponchartrain is necessary in small craft, without radar equipment, due to emergency or unavoidable conditions and the trip is made in dense fog run procedures.

d. Duty in a deep-sea research vessel wherein the team member is engaged in handling equipment on or over the side of the vessel when the sea state is high (winds of 6.2 meters per second (12 knots) and waves of 1 meter (3 feet)), and the work is done on relatively unprotected deck areas.

e. Transferring from one ship to another via a chair harness hanging from a highline between the ships, when both vessels are under way.

f. Duty performed on floating platforms, camels, or rafts, using tools, equipment, or materials associated with ship repair or construction activities, where swells or wave action are sufficiently severe to cause sudden listing or pitching of the deck surface or dislodgment of equipment which could subject the employee to falls, crushing, or ejection in the water.

15. Work at extreme heights. Working at heights of 30 meters (100 feet) or more above the ground, deck, floor, or roof, or from the bottom of a tank or pit on open structures such as towers, girders, and smokestacks under the following conditions:

- a. The footing is unsure or the structure is unstable.
- b. Safe scaffolding, enclosed ladders, or other similar protective facilities are not adequate (i.e., working from a swinging state, boatswain chair, or similar support).
- c. If adverse conditions such as darkness, steady rain, high wind, icing, lightning, or similar environmental factors render working at such heights hazardous.

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16. Fibrous glass work. Working with or in close proximity to fibrous glass material which results in exposure of the skin, eyes, or respiratory system to irritating fibrous glass particles or slivers, and the exposure is not practically eliminated by the mechanical equipment or protective devices being used.

17. High voltage electrical energy. Working on energized electrical lines rated at 4,160 volts or more which are suspended from utility poles or towers and adverse weather conditions (steady rain, high winds, icing, lightning) or similar environmental factors make the work unusually hazardous.

18. Welding, cutting, or burning in confined spaces. Welding, cutting, or burning within a confined space which necessitates working in a horizontal, or nearly horizontal, position under conditions requiring egress of at least 4.3 meters (14 feet) over and through obstructions including:

- a. Access openings and baffles having dimensions which greatly restrict movements.
- b. Irregular inner surfaces of the structure or structure components.

PART II. PAYMENT ON BASIS OF HOURS IN PAY STATUS

The term "In Close Proximity" as used in this part means an immediate and dangerous proximity when working within a defined area, entry to which is restricted to persons meeting specific requirements

(e.g., special passes, immunization, protective clothing, absence of matches or lighters, and nails in shoes) and handling or working directly with someone who is handling the agents (i.e., in the same room, on the same machine, or on the same conveyor line).

Category for Which Payable

1. Duty aboard submerged vessel. Duty aboard a submarine or other vessel, such as a deep-sea research vehicle, while submerged.

2. Explosives and incendiary material - high degree hazard.

- a. Work with or in close proximity to explosives and incendiary material which involves potential personal injury such as permanent, temporary, partial, or complete loss of sight, hearing, or any or all extremities; other partial or total disabilities of equal severity; or loss of life resulting from work situations wherein protective devices and/or safety measures either do not exist or have been developed but have not practically eliminated the potential for such personal injury.

- b. Work situations which may result in extensive property damage requiring complete replacement of equipment and rebuilding of a damaged area and may result in personal injury to adjacent employees. Examples are in paragraph c below.

- c. Working with or in close proximity to operations involved in research, testing, manufacturing, inspection, renovation, maintenance, and disposal, such as:

- (1) Screening, blending, drying, mixing, and pressing sensitive explosives and pyrotechnic compositions such as lead azide, black powder, and photoflash powder.

- (2) Manufacture and distribution of raw nitroglycerine.

- (3) Nitration, neutralization, crystallization, purification, screening, and drying of high explosives.

- (4) Manufacture of propellants, high explosives, and incendiary materials.

- (5) Manufacture of primer or detonator mix.

- (6) Loading and assembling high-energy output flare pellets.

(7) All dry-house activities involving propellants or explosives.

(8) Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive explosives and incendiary materials.

(9) Operations involving firefighting at an artillery range, an ammunition manufacturing plant, or storage area (to include heavy duty equipment operators, truck drivers, etc.).

(10) Operations involving regrading and cleaning artillery ranges.

(11) At-sea shock and vibration tests. Arming explosive charges or working with or in close proximity to explosive-armed charges in connection

d. Weighing, scooping, loading in bags, and sewing igniter charges and propellant zone charges.

e. Loading, assembling, and packing handheld signals, smoke signals, and colored marker signals.

f. Proof-testing weapons with a known overload of power or charges.

g. Arming/disarming or installing/removing any squib, explosive device, or component thereof, connected to or part of a solid propulsion system. This includes work situations involving removal, inspection, test, and installation of aerospace vehicle egress and jettison systems, other cartridge-actuated devices, and rocket-assisted systems or components thereof, when accidental or inadvertent operation of the system or a component might occur.

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with at-sea shock and vibration tests of naval vessels, machinery, equipment, and supplies.

(12) Handling or engaging in destruction operations on an armed (or potentially armed) warhead.

3. Explosives and incendiary material - low degree hazard. Working with or in close proximity to explosives and incendiary material which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation and possible adjacent employees; minor irritation of the skin; minor burns and the like; or minimal damage to immediate/adjacent work area or equipment being used, and protective devices and/or safety measures have not practically eliminated the potential for injury. Examples are as follows:

a. Operations involving loading, unloading, storing, and hauling explosive and incendiary ordnance material other than small arms ammunition. Distribution of raw nitroglycerine is a high degree hazard (see paragraph 2 above).

b. Duties such as weighing, scooping, consolidating, and crimping operations incident to the manufacture of stab, percussion, and low energy electric detonators (initiators) utilizing sensitive primary explosives compositions. Initiation would be kept to a low order of propagation due to the limited amounts permitted to be present or handled during the operations.

c. Load, assembly, and packing of primers, fuses, propellant charges, lead cups, boosters, and time-train rings.

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4. Poisons (toxic chemicals)-high degree hazard. Working with or in close proximity to poisons (toxic chemicals), other than tear gas or similar irritants, which involves potentially serious personal injury such as permanent, temporary, partial, or complete loss of faculties or loss of life. This includes exposure of an unusual degree to toxic chemicals, dust, or fumes of equal toxicity generated in work situations by processes required to perform work assignments wherein protective devices and/or safety measures have been developed but have not practically eliminated the potential for such personnel injury. Examples are as follows:

a. Handling and storing toxic chemical agents to include monitoring areas to detect the presence of vapor or liquid chemical agents; examining material for signs of leakage or deteriorated material; decontaminating equipment and work sites; work relating to the disposal of deteriorated material (exposure to conjunctivitis, pulmonary edema, blood infection, impairment of the nervous system, possible loss of life).

b. Renovation, maintenance, and modification of toxic chemicals, guided missiles, and selected munitions.

c. Operating various types of chemical engineering equipment (reactors, filters, stripping units, fractioning columns, blenders, mixers, and pumps) utilized in a restricted area in the development, manufacturing, and processing of toxic or experimental chemical warfare agents.

d. Demilitarizing and neutralizing toxic chemical munitions and chemical agents.

e. Handling or working with toxic chemicals in a restricted area during production operations.

f. Preparing analytical reagents, carrying out colorimetric and photometric techniques, and injecting laboratory animals with compounds having toxic, incapacitating, or other effects.

g. Recording analytical and biological test results where subjected to the above types of exposure.

h. Visually examining chemical agents to determine conditions or detect leaks in storage containers.

i. Transferring chemical agents between containers.

j. Salvaging and disposing of chemical agents.

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k. Pest control work. The degree of unusually severe hazard not corrected by protective devices, facilities, clothing, or safety devices in Army pest control work is very limited. Only in situations where unusual problems or procedures are involved is the payment of any environmental differential justified. Where such unusual conditions exist, the environmental differential rate of 4% for poisons (toxic chemicals)-low degree hazard may be warranted. When toxic chemical insecticides and pesticides involved are correctly applied by trained Pest Control Workers utilizing proper equipment, no payment of environmental differential is justified.

5. Poisons (toxic chemicals)-low degree hazard. Working with or in close proximity to poisons (toxic chemicals), other than tear gas or similar irritating substances; in situations for which the nature of the work does not require the individual to be in as direct contact with, or exposed to, the more toxic agents (as in the case with the work described under high hazard) and wherein protective devices and/or safety measures have not practically eliminated the potential for personal injury. Example: Handling for shipping, marking, labeling, hauling, and storing loaded containers of toxic chemical agents that have been monitored.

6. Microorganisms-high degree hazard. Work with or in close proximity to microorganisms which involves potential personal injury such as loss of life, or temporary, partial, or complete loss of faculties or ability to work due to acute, prolonged, or chronic

disease. These are work situations wherein the use of safety devices and equipment, medical prophylactic procedures (such as vaccines and antiserums), and other safety measures do not exist or have been developed but have not practically eliminated the potential for personal injury. Examples are as follows:

a. Direct contact with primary containers of organisms pathogenic for man such as culture flasks, culture test tubes, hypodermic syringes and similar instruments, and biopsy and autopsy material; operating or maintaining equipment in biological experimentation or production.

b. Cultivating virulent organisms on artificial media, (including embryonated hen's eggs and tissue cultures) where inoculation or harvesting of living

organisms is involved for the production of vaccines, toxins, etc., or for sources of material for research investigations such as antigenic analysis and chemical analysis.

7. Microorganisms-low degree hazard.

a. Working with or in close proximity to microorganisms in situations for which the nature of the work does not require the individual to be in direct contact with primary containers or organisms pathogenic for man, such as culture flasks, culture test tubes, hypodermic syringes and similar instruments, and biopsy and autopsy material, and wherein the use of safety devices and equipment and other safety measures have not practically eliminated the potential for personal injury.

8. Pressure chamber and centrifugal stress. Exposure in pressure chambers which subjects employee to physical stress or where there is potential danger to participants by reason of reaction to the test conditions or equipment failure; or exposure which subjects an employee to a high degree of centrifugal force which causes an unusual degree of discomfort. Examples are as follows:

a. Participating as a subject in diving research tests which seek to establish limits for safe pressure profiles by working in a pressure chamber simulating diving, or when an observer or technician is exposed to high-pressure gas piping systems, gas cylinders, and pumping devices which are susceptible to explosive ruptures while participating as an observer to the test or as a technician assembling underwater mock-up components for the test.

b. Participating in altitude chamber studies ranging from 5500 to 45,700 meters (18,000 to 150,000 feet) either as subject or as observer exposed to the same conditions as the subject.

c. Participating as a subject in centrifuge studies involving elevated G-forces above the level of 49 meters per second (5 Gs), whether or not at reduced atmospheric pressure.

d. Participating as a subject in a rotational flight simulator in studies involving continuous rotation (in one axis through 360 degrees) at rotation rates greater than 15 rotations per minutes (r.p.m.) for periods exceeding 3 minutes.

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9. Work in fuel storage tanks. When inspecting, cleaning, or repairing fuel storage tanks where there is no ready access to an exit, under conditions requiring a breathing apparatus because all or part of the oxygen in the atmosphere has been displaced by toxic vapors or gas, and failure of the breathing apparatus would result in serious injury or loss of life within the time required to leave the tank.

10. Firefighting. Participating or assisting in firefighting operations on the immediate fire scene in direct exposure to the hazards inherent in containing or extinguishing fires.

a. High degree - Fighting forest and range fires on the fireline.

b. Low degree - All other firefighting.

11. Experimental landing/recovery equipment tests. Participating in tests of experimental or prototype landing and recovery equipment where personnel are required to serve as test subjects in spacecraft being dropped into the sea or laboratory tanks.

12. Land impact or pad abort of space vehicle. Actual participation in dearming and safing explosive ordnance, toxic propellant, and high pressure vessels on vehicles that have land impacted or on vehicles on the launch pad that have reached a point in the countdown where no remote means are available for returning the vehicle to a safe condition.

13. Mass explosives and/or incendiary material. Working within a controlled danger area in, on, or around wharves, transfer areas, or temporary holding areas in a transshipment facility where explosives are

in the process of being shifted to or from a conveyance.

a. Such an area shall include land and sea areas within which it has been determined that personnel are subject to an unusual degree of exposure, liability to serious injury, or loss of life from potential explosive effect.

b. A transshipment facility for this purpose is a port or sea terminal established for the marshaling or temporary assembly of explosives prior to shipment where amounts in excess of 113,400 kilograms (250,000 pounds) net explosive weight (NEW) are present on a regular or recurring basis.

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14. Duty aboard aircraft carrier. Duty aboard an aircraft carrier when exposed to hazards connected with aircraft launch and recovery. Examples are as follows:

a. Participating in carrier suitability trials aboard air-craft carriers when work is performed on the flight deck during launch, recovery, and refueling operations.

b. Operating or monitoring camera equipment adjacent to the flight deck, in the area of maximum hazard during landing sequence, while conducting photographic surveys aboard aircraft carriers during periods of heavy aircraft operations.

15. Participating in missile liquid propulsion or solid propulsion situations. Participating in research and development, or preoperational test and evaluation situations, involving missile liquid or solid propulsion systems where mechanical or other equipment malfunction, the accidental combination of certain fuels and/or chemicals, or the transient voltage and current buildup on or within the system when the system is in a "go" condition on the test stand/sled, may result in explosion, fire, premature ignition, or firing. An example is a test stand or tract tests where adequate protective devices and/or safety measures either do not exist or have been developed but have not practically eliminated the potential for personal injury, under any of the following conditions:

a. Tanks being pressurized above normal servicing pressures.

b. Assembly, disassembly, or repair of contaminated plumbing containing inhibited red fuming nitric acid and unsymmetrical dimethylhydrazine or other hypergolic fuels.

c. Fueling and defueling.

(1) Hoisting hypergolic liquid fueled systems into or out of a test stand, where the work area is confined and external plumbing is present, resulting in a situation where the plumbing may be damaged thereby causing a leak.

(2) Tests on foreign missiles where technical data is questionable or not available.

(3) Manned test firings of small, close support missiles for which safety performance data are not yet available.

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(4) Removal of a missile, propulsion system, or component thereof from a test stand, fixture, or environmental chamber where there is reason to believe that the item may be unusually hazardous due to damage resulting from the test.

16. Asbestos. Working in an area where airborne concentrations of asbestos fibers may expose employees to potential illness or injury, and protective devices or safety measures have not practically eliminated the potential for such personal illness or injury.